

## Message Text

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ACTION IO-14

INFO OCT-01 ISO-00 CIAE-00 COME-00 EB-11 INR-10 LAB-06

NSAE-00 RSC-01 SIL-01 DODE-00 PM-07 H-03 L-03 NSC-07

PA-04 PRS-01 SP-03 SS-20 USIA-15 OMB-01 DRC-01 /109 W

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P 100840Z JUN 74

FM USMISSION GENEVA

TO SECSTATE WASHDC PRIORITY 6345

UNCLAS SECTION 1 OF 2 GENEVA 3650

E.O. 11652: NA

TAGS: ILO, AORG

SUBJ: UNDER SECRETARY SCHUBERT'S SPEECH AT 59TH SESSION, INTERNATIONAL LABOR CONFERENCE, JUNE 10, 1974

PASS: LABOR FOR JOHN LESLIE

"MR. PRESIDENT, MR. DIRECTOR-GENERAL, DELEGATES, LADIES AND GENTLEMEN,

I AM DELIGHTED TO HAVE THIS OPPORTUNITY TO PARTICIPATE WITH YOU IN THE IMPORTANT WORK OF THE 59TH SESSION OF THE INTERNATIONAL LABOR CONFERENCE IN ADVANCING THE WELFARE OF WORKING MEN AND WOMEN THROUGHOUT THE WORLD. FIRST, I WOULD LIKE TO EXTEND OUR CONGRATULATIONS AND BEST WISHES TO THE NEW DIRECTOR-GENERAL FRANCIS BLANCHARD, AS HE UNDERTAKES HIS NEW RESPONSIBILITIES IN MEETING THE CHALLENGES THAT FACE THE ILO.

FIVE YEARS AGO THE THEN UNITED STATES SECRETARY OF LABOR, MR. GEORGE SHULTZ, JOINED WITH MANY OF YOU PRESENT HERE TODAY AND CONVEYED THE DIRECTOR-GENERAL DAVID A. MORSE THE SUPPORT BY THE UNITED STATES OF THE PRINCIPLES ON WHICH THIS GREAT ORGANIZATION IS FOUNDED.

MUCH HAS HAPPENED IN THOSE FIVE YEARS. MANY OF THE FACTORS THEN CONSIDERED SELF-EVIDENT IN INTERNATIONAL RELATIONS ARE NOW EITHER OBSOLETE FRAGMENTS OF AN OLD ORDER OR ELEMENTS OF A HALF-CONSTRUCTED EMERGING NEW ORDER.

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NEW RELATIONSHIPS ARE BEING BUILT BETWEEN NATIONS

LONG SEPARATED BY SUSPICION AND BY IDEOLOGICAL CONFLICTS. AREAS WHERE THERE WAS AN ACUTE DANGER OF VIOLENCE HAVE BECOME LESS DANGEROUS TO WORLD STABILITY; OTHER AREAS, ONCE SEEMINGLY HELD IN THE UNBREAKABLE GRIP OF ESCALATING HOSTILITY, HAVE BECOME INVOLVED IN THE SLOW BUT NONE THE LESS CONSTRUCTIVE PROCESSES OF PEACE.

SIGNIFICANT PROGRESS IS BEING MADE TO ESTABLISH A FRAMEWORK FOR A PERMANENT PEACE IN THE MIDDLE EAST. CEASEFIRE AND DISENGAGEMENT OF FORCES AGREEMENTS HAVE BEEN ACHIEVED; THE GENEVA CONFERENCE LAST DECEMBER AGREED ON THE FRAMEWORK FOR NEGOTIATIONS. PRESIDENT NIXON TODAY IS EMBARKING ON A FIVE-NATION TOUR OF THE MIDDLE EAST TO "RATIFY THE NEW ENVIRONMENT" IN THE AREA AND TO CONFIRM PERSONALLY HIS COMMITMENT TO IMPROVING RELATIONS WITH ALL STATES IN THE AREA. CURRENCIES HAVE BEEN REALIGNED AND OLD PATTERNS OF ENERGY SUPPLY AND CONSUMPTION SHATTERED. NEW NATIONS ARE THREATENED BY DROUGHT AND HUNGER, MAN'S OLDEST ENEMIES.

ALL THESE CHANGES UNDERLINE THE IMPORTANCE OF ORGANIZATIONS DEVOTED TO CREATING AND REINFORCING INTERNATIONAL COOPERATION AND UNDERSTANDING. ALL HAVE EMPHASIZED THE IMPORTANCE OF SUPPORTING THE INTERNATIONAL LABOR ORGANIZATION DEVOTED, AS ITS CONSTITUTION SO CLEARLY STATES, TO A WORLDWIDE EFFORT TO FURTHER HUMANE CONDITIONS OF LABOR.

MANY HAVE BEEN CITED IN THE DIRECTOR-GENERAL'S INTRODUCTION TO HIS REPORT ON PROBLEMS AND PROSPECTS FACING THE ILO.

AND SO, MR. DIRECTOR-GENERAL, AS YOU BECOME MORE DEEPLY INVOLVED IN YOUR HEAVY RESPONSIBILITIES OF GUIDING THIS ORGANIZATION TOWARD GREATER EXCELLENCE, I SHOULD LIKE TO EXPRESS THE CLEAR AND UNEQUIVOCAL REAFFIRMATION OF THE SUPPORT OF THE GOVERNMENT OF THE UNITED STATES AND FOR THE PRINCIPLES ON WHICH THE ILO IS FOUNDED. THE UNITED STATES HAS BEEN, IS NOW, AND WILL CONTINUE TO BE UNWAVERING IN ITS SUPPORT OF THE OBJECTIVES OF THE ILO.

HENCE, WE PLEDGE TO YOU, MR. DIRECTOR-GENERAL OUR FULL SUPPORT AS YOU CONCENTRATE EFFORTS ON THOSE

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PROGRAMS WHICH HAVE THE GREATEST POTENTIAL CONTRIBUTION FOR THE BETTERMENT OF WORKING PEOPLE. IN VIEW OF THE VAST CHANGES I HAVE CITED, THE GROW- INTERDEPENDENCE OF THE WORLD'S PEOPLES AND THE RISING EXPECTATIONS OF WORKING MEN AND WOMEN EVERYWHERE, AND IN RECOGNITION OF THE GREATER INVOLVEMENT OF ALL THE WORLD'S PEOPLE IN MODERN TECHNOLOGY AND THE RESULTS, BOTH GOOD AND BAD, OF THAT TECHNOLOGY, I BELIEVE IT IS MORE IMPORTANT

THAN EVER BEFORE THAT THIS ORGANIZATION OPERATE  
ON THE BASIS OF SOLIDLY CONCEIVED AND REALISTICALLY CAST  
PROGRAMS AND POLICIES.

IN THAT REGARD, THE ILO CAN BOAST A NUMBER OF  
SIGNIFICANT STRENGTHS. YOU HAVE, IN DIRECTOR-GENERAL  
BLANCHARD, LEADERSHIP WITH GREAT EXPERIENCE IN THE  
POLICIES AND PROGRAMS OF THE ORGANIZATION, LEADERSHIP  
ENJOYING WIDE SUPPORT FROM YOUR MEMBERS, LEADERSHIP THAT  
COMBINES VIGOR WITH REALISM.

IN ADDITION TO THE STRENGTH THAT IS DERIVED FROM  
EFFECTIVE LEADERSHIP, THE ILO CAN BOAST A FORM OF  
ORGANIZATION, UNIQUE AMONG INTERNATIONAL ORGANIZATIONS  
AND MUCH IN STEP WITH THE TREND OF OUR TIMES. FOR WE  
LIVE IN A PERIOD CHARACTERIZED BY BOTH THE DESIRE FOR  
AND THE GROWING REALITY OF PARTICIPATION BY PEOPLES  
EVERYWHERE IN INSTITUTIONS THAT INVOLVE THEIR DESTINY  
AND WELL BEING.

THUS, I BELIEVE THAT ONE OF THE GREATEST STRENGTHS  
OF THIS ORGANIZATION IS ITS TRIPARTITE SYSTEM. THIS IS  
A FORUM, NOT OF GOVERNMENTS ALONG, BUT OF GOVERNMENTS  
AND WORKERS AND EMPLOYERS, COMING TOGETHER TO ADVOCATE,  
ADVANCE AND EFFECTUATE POLICIES AIMED AT THE PROSPERITY  
OF ALL.

IN THIS REGARD, I CANNOT EMPHASIZE TOO STRONGLY OUR  
BELIEF THAT THE CAPACITY OF THE ILO TO DEAL EFFECTIVELY  
WITH THE BASIC ISSUES EMBODIED IN ITS CONSTITUTION  
DEPENDS LARGELY ON THE CONTINUATION OF THIS TRIPARTITE  
STRUCTURE AND ON THE FULL AND AUTONOMOUS VOICE OF EMPLOYERS  
AND WORKERS ALONG WITH THAT OF MEMBER GOVERNMENTS.  
CERTAINLY, WE SHALL BE DOING ALL WE CAN TO  
SUPPORT THE TRIPARTITE METHOD OF DECISION MAKING. IT  
IS AN ABSOLUTELY VITAL COMPONENT OF THE ILO THAT ASSURES  
THE DEVELOPMENT OF POLICIES FIRMLY ROOTED IN THE SOIL  
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OF FACT. IT IS ONLY SUCH POLICIES THAT CAN BE TRANSLATED  
INTO ACTION.

THE PLURALISTIC NATURE OF THE INTERNATIONAL LABOR  
ORGANIZATION, OFTEN OVERLOOKED BY THOSE ASSESSING ITS  
CAPACITY FOR EFFECTIVE ACTION, HAS ITS PARALLEL IN  
DEVELOPMENTS IN THE UNITED STATES INVOLVING  
RELATIONS AMONG EMPLOYER, WORKER AND GOVERNMENT.  
FOR EXAMPLE, WHEN SECRETARY SCHULTZ SPOKE AT  
THIS DISTINGUISHED FORUM FIVE YEARS AGO, HE ALLUDED TO  
AN EFFORT TO DECENTRALIZE MANPOWER PROGRAMS IN THE UNITED STATES

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NSAE-00 NSC-07 PA-04 RSC-01 PRS-01 SP-03 SS-20

USIA-15 COME-00 EB-11 LAB-06 SIL-01 OMB-01 DRC-01

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AFTER MUCH DEBATE OVER THE ISSUES INVOLVED, THIS  
DECENTRALIZATION HAS NOW COME INTO BEING. THROUGH THE  
NEW COMPREHENSIVE EMPLOYMENT AND TRAINING ACT WE SEE A  
TURN AWAY FROM A FORTY-YEAR TREND TOWARD CONCENTRATION  
OF POWER IN THE CENTRAL GOVERNMENT. THIS TURNING AWAY  
HAS TAKEN THE FORM OF A MOVEMENT BACK TOWARD THE FUNDA-  
MENTAL PRINCIPLE ON WHICH THE GOVERNMENT OF THE UNITED  
STATES IS FOUNDED--THE PRINCIPLE OF FEDERALISM--  
WHICH IS NOTHING LESS THAN A SHARING OF POWER AMONG  
GOVERNMENTS, A FORM OF INSTITUTIONALIZED PLURALISM.  
THROUGH THIS NEW METHOD OF ORGANIZING OUR MAN-  
POWER EFFORTS, WE ARE RETURNING RESPONSIBILITY FOR  
FASHIONING MANPOWER PROGRAMS TO LOCAL GOVERNMENTS, SO  
THAT MANPOWER PROGRAMS CAN BEST REFLECT LOCAL NEEDS  
AND LOCAL CONDITIONS.  
THIS MOVEMENT AWAY FROM CENTRALIZATION AND TOWARD  
LOCAL AUTONOMY IS ALSO EVIDENT IN A LAW WHICH WAS LITTLE  
MORE THAN A DREAM FIVE YEARS AGO, A LAW FOCUSING ON  
ONE OF THE MOST BASIC CONCERNS OF ANY WORKING MAN OR  
WOMAN--WORKPLACE SAFETY AND HEALTH.  
IT IS ALMOST 375 YEARS SINCE DR. BERNARDINO  
RAMAZZINI, A GREAT ITALIAN PHYSICIAN AND THE FATHER  
OF OCCUPATIONAL MEDICINE, MADE THE WORLD SENSITIVE TO  
THE TOLL TOO OFTEN PAID BY WORKERS IN ORDER TO EARN A LIVING.  
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EVEN IN A TIME WHEN INTERNATIONAL COMMUNICATION WAS SLOW, HIS SEMINAL WORK, WHICH SPOKE TO THE CONSCIENCE OF SENSITIVE MEN EVERYWHERE, WAS QUICKLY TRANSLATED INTO OTHER FOREIGN LANGUAGES, AND REPRINTED OVER AND OVER AGAIN. THIS SAME INTERNATIONAL COMITY OF INTEREST IN THE HEALTH AND SAFETY OF WORKERS IS MANDATED BY THE CONSTITUTION OF THE ILO. IT IS GIVEN THOUGHTFUL CONSIDERATION IN THE DIRECTOR-GENERAL'S REPORT. AND I AM ALSO PLEASE TO NOTE, THAT MANDATE IS MOST RECENTLY REFLECTED IN AGENDA ITEM V DEALING WITH ONE OF THE MOST INSIDIOUS AND DIFFICULT PROBLEMS OF WORKPLACE HEALTH AND SAFETY: CARCINOGENIC SUBSTANCES AND AGENTS.

DURING THE PAST THREE YEARS OF EXPERIENCE WITH ENFORCEMENT OF OUR OCCUPATIONAL HEALTH AND SAFETY ACT WHICH, AS WITH THE NEW MANPOWER LAW, RELIES HEAVILY ON PARTICIPATION BY STATE GOVERNMENTS, WE HAVE DEVELOPED A BODY OF EXPERIENCE AND A SET OF REALISTIC STANDARDS. IT GOES WITHOUT SAYING, MR. PRESIDENT, THAT ALL OF THE OCCUPATIONAL SAFETY AND HEALTH INFORMATION THUS COMPILED BY MY GOVERNMENT IS FULLY OPEN TO THIS ORGANIZATION. WE ARE ALL DIMINISHED BY THE DEATH OF ANY HUMAN BEING. OUR OWN HEALTH AND SAFETY IS NO LESS DIMINISHED BY THE CONTINUANCE OF UNSAFE WORKPLACE PRACTICES IN ANY PART OF THE WORLD. IN MY VIEW THERE CAN BE NO MORE REWARDING EFFORT THAN THAT OF ASSURING, FOR ALL WORKERS, THE HIGHEST POSSIBLE OCCUPATIONAL SAFETY AND HEALTH STANDARDS. UNSAFE CONDITIONS RECOGNIZE NO INTERNATIONAL BOUNDARIES. ADMIT TO NO SPECIFIC SOVEREIGNTY, AND SPEAK BUT ONE INTERNATIONALLY UNDERSTOOD LANGUAGE--THE LANGUAGE OF DEATH, INJURY, ECONOMIC DEPRIVATION TO FAMILIES, AND LOWER EFFICIENCY FOR INDUSTRIES.

ONE FINAL AREA THAT I AM PROUD TO BRING TO YOUR ATTENTION, BOTH FOR ITS PURPOSE AND FOR THE WAY THAT PURPOSE IS BEING ACHIEVED, RELATES TO PROGRESS AGAINST ARTIFICIAL AND DISCRIMINATORY BARRIERS TO EMPLOYMENT. THE U.S. DEPARTMENT OF LABOR IS RESPONSIBLE FOR ENFORCING SOME EIGHTY STANDARDS WHICH SUPPORT OR ADVANCE SOME PRINCIPLE OF EQUAL AND FAIR TREATMENT OF WORKERS. THREE SUCH STANDARDS CONCERN ASSURING EQUAL EMPLOYMENT OPPORTUNITY FOR WOMEN, FOR MINORITIES, AND FOR OLDER AMERICANS.

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IN THE PAST FEW YEARS WE HAVE BEEN A NUMBER OF MAJOR ADVANCES IN STRENGTHENING THE PRINCIPLE OF EQUAL OPPORTUNITY FOR THESE WORKERS. THESE ADVANCES HAVE DIFFERED FROM THOSE MADE AT THE TIME FORMER SECRETARY SCHULTZ MET WITH YOU NOT IN THE ZEAL BY WHICH THEY WERE PURSUED AND ACHIEVED, FOR SECRETARY OF LABOR PETER J.

BRENNAN IS IMBUED WITH THAT SAME ZEAL, BUT RATHER BY THE METHODS EMPLOYED.

FOR WE HAVE RELIED INCREASINGLY, NOT ON MAJOR CENTRALIZED PROGRAMS BUT UPON THE QUIET, EFFICIENT OPERATION OF OUR FEDERAL JUDICIARY SYSTEM. AS A RESULT, IN THE PAST SEVERAL MONTHS NINE OF THE LARGEST STEEL COMPANIES IN THE UNITED STATES HAVE AGREED TO PAY ALMOST \$31 MILLION IN BACK PAY TO PERSONS DEPRIVED OR OPPORTUNITY THROUGH PAST--ALMOST TRADITIONAL--PATTERNS OF DISCRIMINATION. THE AGREEMENT ALSO LOOKS TO THE FUTURE BY OPENING UP ADDITIONAL JOB OPPORTUNITIES FOR WOMEN AND FOR MINORITIES IN THIS BASIC, BENCHMARK INDUSTRY.

IN ADDITION, THE SAME PURSUIT OF EQUAL TREATMENT THROUGH THE NORMAL COURT PROCEDURES RESULTED IN A HISTORIC DECISION REQUIRING THE LARGEST COMMUNICATIONS COMPANY IN THE UNITED STATES TO MAKE ONE TIME BACK PAYMENTS TOTALLING SOME \$15 MILLION TO 15,000 FEMALE EMPLOYEES WHO HAD BEEN DEPRIVED OF THEIR FULL MEASURE OF EQUAL OPPORTUNITY. IN ADDITION, THE COMPANY AGREED TO INITIATE A NEW PROMOTION PAY POLICY AND COMPENSATORY WAGE ADJUSTMENTS THAT WILL INCREASE WAGES FOR MANY WOMEN, MINORITIES AND OTHER EMPLOYEES BY \$23 MILLION A YEAR.

AND, MOST RECENTLY, THE DEPARTMENT OF LABOR, ONCE AGAIN THROUGH NORMAL COURT ACTION, ARRANGED FOR A SETTLEMENT OF \$2 MILLION BY A DIVISION OF A MAJOR OIL COMPANY TO 160 EMPLOYEES ALLEGEDLY DISCHARGED IN VIOLATION OF THE LAW PROHIBITION DISCRIMINATION AGAINST OLDER WORKERS. INDIVIDUAL AWARDS BY THE COMPANY UNDER THIS AGREEMENT WILL RANGE FROM \$10,000 TO MORE THAN \$50,000 AND OF COUSE THE EMPLOYEES WILL BE ACCORDED REEMPLOYMENT RIGHTS.

THUS, SECRETARY SHULTZ SPOKE TO YOU OF HOPING TO MAKE EQUAL EMPLOYMENT A "LIVING REALITY" IN THE UNITED STATES. UNCLASSIFIED

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I THINK WE HAVE ADVANCED THAT HOPE TO THE POINT WHERE IT IS BECOMING THE REALITY FOR THE VAST MAJORITY OF OUR WORKING CITIZENS. AND WE WILL CONTINUE TO PURSUE THIS GOAL UNTIL THE WORD "HOPE" IS OBSOLETE, REPLACED IN THE LEXICON OF OPPORTUNITY BY "EXPECTATION".

THUS, WE ARE ADVANCING A GOAL OF IMPORTANCE TO US AND OF IMPORTANCE TO THE WORLD COMMUNITY, AND WE ARE WIDENING THE FRONTIERS OF FREEDOM FOR MINORITIES, FOR WOMEN, AND FOR OLDER WORKERS, NOT THROUGH SOME CENTRALIZED EFFORT THAT SIMULTANEOUSLY ABRIDGES THE FREEDOM OF OTHERS, BUT RATHER THROUGH THE RULE OF LAW AND THE INSTITUTIONS THAT EXIST TO EFFECTUATE THAT RULE. IN CLOSING, MR. PRESIDENT AND DELEGATES, LET ME

OBSERVE THAT I BELIEVE THERE TO BE NO MORE PRACTICAL  
WAY BY WHICH WE CAN ADVANCE THE PEACE AND PROSPERITY  
OF THE WORLD THAN BY IMPROVING THE CONDITIONS  
OF THE WORKING PEOPLE WHO ARE THE MAIN BENEFICIARIES  
OF PEACE AND THE ULTIMATE SOURCE OF PROSPERITY". DALE

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## Message Attributes

**Automatic Decaptioning:** X  
**Capture Date:** 01 JAN 1994  
**Channel Indicators:** n/a  
**Current Classification:** UNCLASSIFIED  
**Concepts:** n/a  
**Control Number:** n/a  
**Copy:** SINGLE  
**Draft Date:** 10 JUN 1974  
**Decaption Date:** 01 JAN 1960  
**Decaption Note:**  
**Disposition Action:** n/a  
**Disposition Approved on Date:**  
**Disposition Authority:** n/a  
**Disposition Case Number:** n/a  
**Disposition Comment:**  
**Disposition Date:** 01 JAN 1960  
**Disposition Event:**  
**Disposition History:** n/a  
**Disposition Reason:**  
**Disposition Remarks:**  
**Document Number:** 1974GENEVA03650  
**Document Source:** CORE  
**Document Unique ID:** 00  
**Drafter:** n/a  
**Enclosure:** n/a  
**Executive Order:** N/A  
**Errors:** N/A  
**Film Number:** D740148-0219  
**From:** GENEVA  
**Handling Restrictions:** n/a  
**Image Path:**  
**ISecure:** 1  
**Legacy Key:** link1974/newtext/t19740661/aaaabzvh.tel  
**Line Count:** 336  
**Locator:** TEXT ON-LINE, ON MICROFILM  
**Office:** ACTION IO  
**Original Classification:** UNCLASSIFIED  
**Original Handling Restrictions:** n/a  
**Original Previous Classification:** n/a  
**Original Previous Handling Restrictions:** n/a  
**Page Count:** 7  
**Previous Channel Indicators:**  
**Previous Classification:** n/a  
**Previous Handling Restrictions:** n/a  
**Reference:** n/a  
**Review Action:** RELEASED, APPROVED  
**Review Authority:** martinjw  
**Review Comment:** n/a  
**Review Content Flags:**  
**Review Date:** 04 JUN 2002  
**Review Event:**  
**Review Exemptions:** n/a  
**Review History:** RELEASED <04 JUN 2002 by phillir0>; APPROVED <09 JAN 2003 by martinjw>  
**Review Markings:**

Declassified/Released  
US Department of State  
EO Systematic Review  
30 JUN 2005

**Review Media Identifier:**  
**Review Referrals:** n/a  
**Review Release Date:** n/a  
**Review Release Event:** n/a  
**Review Transfer Date:**  
**Review Withdrawn Fields:** n/a  
**Secure:** OPEN  
**Status:** NATIVE  
**Subject:** UNDER SECRETARY SCHUBERT'S SPEECH AT 59TH SESSION, INTER- NATIONAL LABOR CONFERENCE, JUNE 10, 1974  
**TAGS:** AORG, ILO  
**To:** STATE  
**Type:** TE  
**Markings:** Declassified/Released US Department of State EO Systematic Review 30 JUN 2005